



ATTENTION



~~~ EEO POLICY ~~~

All employees of the Executive Office for Immigration Review (EOIR) have a responsibility under the Federal Code of Ethics for maintaining high standards of conduct and ethical behavior. It is the policy of EOIR that discrimination based on race, color, gender, religion, national origin, age, disability, sexual orientation, or reprisal is unacceptable conduct in the workplace and will not be tolerated. Additionally, all employees shall have the opportunity to work in an environment that is free of harassment, including sexual harassment, and to advance on the basis of merit, ability and potential.

Employees who feel they have been victims of sexual harassment or other forms of discrimination have several avenues of redress and are encouraged to immediately report any inappropriate behavior including instances of sexual harassment.

Employees who want to file a formal complaint of harassment and preserve their legal rights must contact the Equal Employment Opportunity Office within 45 calendar days of the occurrence of the alleged unlawful harassment. To obtain information, advice or file a complaint, individuals should contact the Equal Employment Manager for EOIR, the Prevention of Sexual Harassment Coordinator for EOIR, his/her immediate supervisor or manager (if appropriate), the Office of Professional Responsibility, or the Office of the Inspector General. Employees in a collective bargaining unit may seek assistance through appropriate provisions of their collective bargaining agreement if the agreement allows. Telephone numbers for these offices are listed below:

EEO Manager -- Wanda A. Owens -- 703-305-0994
Prevention of Sexual Harassment Coordinator -- Maria H. Rios -- 703-305-0470
Office of Professional Responsibility -- 202-514-3365
Office of the Inspector General -- 1-800-869-4499

The following EEO Counselors are available to assist any employee of
the Board of Immigration Appeals:

Sandy Williams
703-605-0358

The following counselors are also available through the Justice Management Division
and can be reached on 202-616-4800 or TDD 202-616-4824:

Marcel Coates -- Kenneth Greaves -- Scarlet Parham
Norma White, Complaints Manager